



March 27, 2009

Volume 1, Issue 3



Governor's Minority Management Trainee Program (GMMTP)

The Office of Diversity & Equality is excited to announce the re-launch of the Governor's Minority Management Trainee Program (GMMTP). The program is designed to provide guidance and leadership development opportunities for state government minority employees. This program requires a two-year commitment of the individual as well as his or her respective agency.

GMMTP is comprised of several components to prepare minority employees for professional development. Components include: completion of the Certified Management Fundamental (CMF) through Governmental Services Center (GSC), development of a professional portfolio, networking opportunities, and much more.

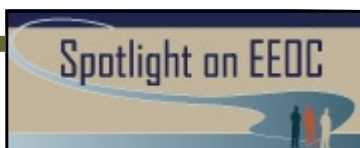
We ask for your support in promoting this program to individuals within your respective agencies who qualify. Guidelines for admission to GMMTP include:

- Be an ethnic minority as defined below:
 - An ethnic minority of African, Hispanic, Asian, Indian, or Native American descent.
- Have one (1) year of state government service.
- Be a full-time, merit employee
- Qualify for a grade 10 job classification or higher.
- Receive recommendation from their Cabinet Secretary.
- Aspire to be a manager and demonstrate exceptional management potential in areas such as:
 - Contributions to strategic goals and participation in long term planning.
 - Expressed interest in other parts of the organization.
 - Willingness to put agency goals above personal goals.
 - Ability to learn and develop people and conceptual skills.
 - Participation in coaching or mentoring co-workers.

**Applications available March 30, 2009
Due April 15, 2009**

For information and application packets:

<http://personnel.ky.gov/diversity/GMMPT>



1.) UNITED AIRLINES TO PAY \$850,000 FOR DISABILITY DISCRIMINATION

United's Policy Denied Employees With Disabilities Opportunity to Work Overtime, EEOC Charged

<http://www.eeoc.gov/press/3-16-09.html>

2.) N-M VENTURES TO PAY \$457,500 TO SETTLE EEOC RACE DISCRIMINATION / RETALIATION SUIT

LAS VEGAS – The corporate owner of several restaurants in three states will pay \$457,500 to settle a race discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC), the agency announced today. The EEOC had charged that N-W Ventures, LLC in Las Vegas subjected a class of African American employees to discrimination, including racial harassment and retaliation. N-W Ventures owns several bars, steakhouses and lounges in Las Vegas, Chicago and Dallas.

<http://www.eeoc.gov/press/3-11-09b.html>

3.) BASIC ENERGY SERVICES WILL PAY QUARTER MILLION TO SETTLE EEOC SEX DISCRIMINATION, HARASSMENT AND RETALIATION SUIT

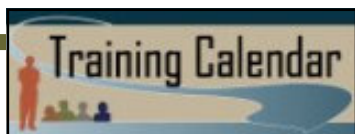
Oil Contractor Fired Woman for Complaining About Sexual Harassment and Unequal Treatment, Federal Agency Charged

<http://www.eeoc.gov/press/3-9-09b.html>

4.) WHEELER CONSTRUCTION TO PAY \$325,000 TO SETTLE EEOC SUIT FOR NATIONAL ORIGIN HARASSMENT, RETALIATION

PHOENIX -- The U.S. Equal Employment Opportunity Commission (EEOC) today announced that Wheeler Construction, Inc., a Phoenix-based construction company, has agreed to settle a national origin harassment lawsuit for \$325,000 and other relief on behalf of Mexican workers.

<http://www.eeoc.gov/press/3-10-09.html>



To register contact: Arthur Lucas at ArthurB.Lucas@ky.gov

Date	Audience	Title	(GSC) Room	Time
04/16/09	State Employees	Ant-Harassment	KDLA	9am— 12 pm
05/13/09	State Employees	Sexual Harassment	542	9am— 12 pm
06/17/09	State Employees	Religious Discrimination	539	9am— 12 pm
07/15/09	State Employees	Ant-Harassment	542	9am— 12 pm
08/12/09	State Employees	Sexual Harassment	542	9am— 12 pm
09/16/09	State Employees	Religious Discrimination	542	9am— 12 pm
10/14/09	State Employees	Ant-Harassment	539	9am— 12 pm
11/18/09	State Employee	Sexual Harassment	539	9am— 12 pm



Americans With Disabilities Act of 2009 *“A Message from State ADA Coordinator, Norb Ryan”*

The enactment of the Americans with Disabilities Amendment Act of 2009 has brought changes in providing appropriate accommodations to employees. I have requested that the Job Accommodation Network provide a training regarding the ADA Amendments Act. The webcast training will take place **May 6, 2009 from 2:00 to 3:30 pm**, and will provide time for questions. I believe the webcast is the best way for all of us to be updated on the changes to the ADA. The webcast was scheduled for May with the expectation that the new regulations are available and can be a part of the training.

I am able to provide for a limited number of sites to receive the webcast. A site can be an individual desk top computer or a theatre type site as well. Please contact Lisa Fort at 502-564-2333 or lisak.fort@ky.gov to reserve your space.

Note: The Office of Diversity & Equality will also provide a set up to view the webcast in SOB auditorium room A-2 (on the 1st floor). Please contact our office by April 15 to confirm reserved seating.

For More Information about ADA:

Norb Ryan
State ADA Coordinator
Kentucky Office of the
American with Disabilities Act Coordinator



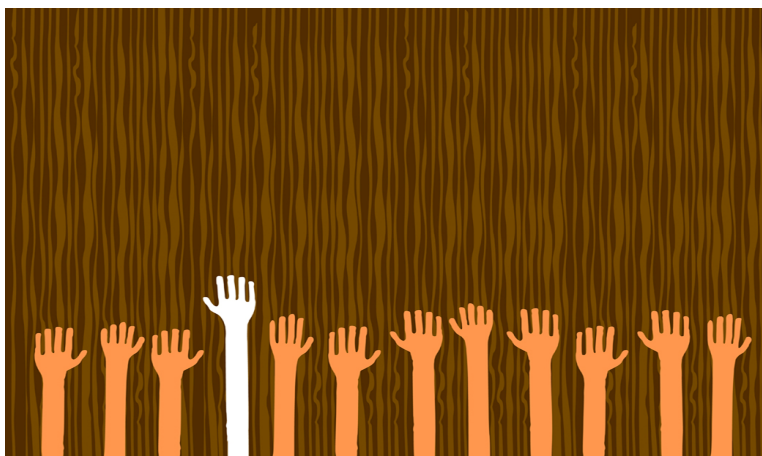
12th Annual Governor’s Diversity Day

March 26, 2009 was the 12th Annual Governor’s Diversity Day! This year, schools across the Commonwealth developed diversity curriculum and events for this celebration. Schools were encouraged to develop programs tailored to their specific diversity and institutional needs. Throughout April we will be highlighting Diversity Day activities from various communities on our Governor’s Diversity Day webpage:

<http://personnel.ky.gov/diversity/diversityday>

In addition to Diversity Day events, fourteen schools participated in the Office of Diversity & Equality’s Diversity Day Video Project! Students submitted three to five minute videos on “The Importance of Diversity.” The winning videos from the elementary, middle and high school division, along with all the video entries, can be found on the project’s YouTube site:

<http://www.youtube.com/KYDDVideoProject>





March is Women's History Month



Day of Service

Giving Hope & Shelter to Women with Children Since 1987

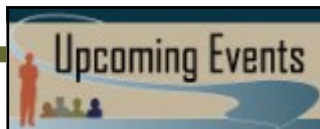
Lend a helping hand.

April 11, 2009

Simon House
208 W. Campbell St.
Frankfort

To volunteer from 8 am to 12 pm or from 12 pm to 4pm contact Nila Meeks in Employee Relations. Donations can be made by contacting Joyce Schrenger in the Office of Diversity and Equality (ODE). ODE has set up an Item Station to receive donations in its office on the 1st floor of the SOB.

For more information:
Joyce Schrenger
(502) 564-8000



The EEO Coalition Quarterly Forum will present:
The "Effective Investigation Training" Module
Wednesday, April 29th, 9:00 a.m. - 12:30 p.m.
Kentucky Department of Library and Archives (KDLA)



Workforce Diversity Symposium

"Creating a Shared Vision of Diversity & Inclusion"

April 17, 2009

9:00AM—3:00PM

Transportation Cabinet Conference Center
200 Mero Street
Frankfort, KY 40601

Details to be posted soon at:
<http://personnel.ky.gov/diversity>



“The price of hating other human beings is loving oneself less. You are either part of the problem or part of the solution. You don't have to teach people how to be human. You have to teach them how to stop being inhuman.”

- Eldridge Cleaver (U.S. writer and Black Panther leader, 1935 - present).



SAVE THE DATE

2009 Equal Employment Opportunity Conference

July 9, 2009

Crown Plaza Hotel

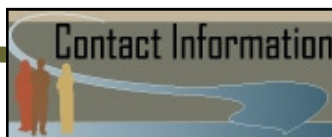
(Formerly the Executive Inn)

830 Phillips Lane

Louisville, Kentucky

EEO Coordinators please be mindful this year's EEO Conference will be July 9th, in Louisville. Because this is approximately 3 months earlier than in previous years, please pass this information onto your management team. Keep a look out for more details to come!

Updates will be posted to: <http://personnel.ky.gov/diversity/eo>



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